



Beth Siemer Discusses PBM Transparency and Employer Preparedness in HR.com

Spencer Fane attorney [Beth Siemer](#) was recently featured in an exclusive interview in the *HR.com* article [More PBM Disclosure Is Coming. It Won't Fix Costs by Itself](#).

The article highlights how the Consolidated Appropriations Act of 2026 will require greater transparency from pharmacy benefit managers (PBMs), while employers will still need the expertise and contractual leverage to translate that transparency into meaningful cost savings. Beth emphasizes that employers should educate themselves about PBM business models and work with trusted advisors who can help audit contracts and evaluate plan performance. She explains that successful benefits teams will distinguish themselves through curiosity, flexibility, and a commitment to using greater transparency to achieve the lowest net pharmacy costs for their employees.

When asked what employers should be doing now to prepare for these changes, Beth said, "I suggest that employers invest in learning about the details and inner workings of the industry. There are a number of free resources available, including webinars, articles, and even court filings that provide insight. Understanding the economic incentives for each player, including consultants and advisors, and how to evaluate anticipated costs for the plan at signing and how it can adjust over the life of the contract, will be critical going forward."

Beth is a pragmatic health care attorney who advises individuals and organizations navigating complex state and federal laws that govern transactions, compliance, and reimbursement. Working with various providers, payers, benefit managers, and vendors in the health care space, she offers practical tools, actionable advice, and customized solutions.

Read the full article [here](#).